

Exhibit 70

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Compensation philosophy

There are three pillars to how we approach compensation at Google:

• We pay for performance. The stronger your performance, the higher your pay is relative to peers and the local labor market.

• We pay competitively to attract and retain top talent. We aim to pay Googlers for the role they perform at the top of their local labor market.

• We believe Googlers should share the success of the company. We align individual rewards with Google's overall success through equity.

We set and adjust Googlers' compensation at the following times:

• At offer: Our guideline offers are based on market data for the role and region

• Following promotion: After the mid-year and year-end promotion cycles, promoted Googlers receive an automatic salary adjustment to bring them in line with market benchmarks and their peers at the next level.

• During the annual compensation cycle at year-end: The annual compensation cycle is when managers plan compensation for all three comp elements (salary, bonus, and equity) for Googlers for the upcoming year. Our algorithms calculate suggested amounts for salary, bonus, and equity, where applicable. Managers see the modeled amounts and can use their discretion to adjust these amounts, both up and down, as needed.

• During a transfer: Compensation make change as a result of a role and/or location transfer. See go/transfer-comp for additional details.

What factors influence your compensation:

• Your Perf ratings, pay for your role, level, and location are the main drivers that determine your compensation.

• Managers' discretion—adjusting for pay relative to peers, trajectory, retaining critical talent, and more.

• Checks for fairness and consistency—we run analyses and audits on a regular basis to check compensation outcomes.

Was this helpful?

Yes

No

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English

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Compensation overview

📖 Compensation philosophy

📖 Understand your total compensation award (TCA)

📖 View your Compensation in Prosper

📖 How do we set pay for roles at Google?

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